



Endless Opportunities

2019

Annual Report



Our Vision

Linking the energy and potential of young and marginalised cohorts with industry, government and community



Endless Opportunities

From the Executive Officer and Chair

It has been an exciting year for IMVC. Our workforce has grown and our staff continue to be passionate about creating innovative ways to connect with our cohort and give them the greatest opportunities to learn, work and engage.

This year we have worked tirelessly to achieve significant outcomes for at-risk youth, and provide them with intensive support. We have consolidated our programs and government contracts to more effectively deliver on our strategic objectives.

The Board has strengthened IMVC's accredited and pre-accredited training provision, with the establishment of a new facility in Albert Park. The venue will deliver vocational education, applied learning and VCAL programs in a sensory sensitive space.

The IMVC Foundation was established towards the end of 2019, enabling improved access to private sector, government and philanthropic funds, for the purpose of assisting marginalised youth access education and employment.

With the changing and growing needs of the sector, we commenced scoping to explore additional locations and expand our reach. We will continue this work in the coming year, to examine where our services are needed and how we can best deliver them.

This year also saw us reviewing our marketing and communication strategy. As a result, we have refreshed our brand to better reflect our vision and journey to be provider of choice.

We would like to thank the Board members for their guidance in the strategic direction of the organisation, and empowering our staff to consistently innovate and deliver quality services.

Finally, we would like to thank our staff for their dedication, efforts and commitment to provide opportunities for all our stakeholders.

**Peter Harrison (IMVC Chair) and
Penny Vakakis (Executive Officer)**

Who is IMVC?

Our mission is to be at the forefront of developing progressive, innovative and high quality programs and supports for people experiencing barriers to education and employment, and creating opportunities for them to fulfil their potential for economic and social participation.



Not-profit
Incorporated
Association



Education &
Employment
Supports for Vulnerable
Cohorts



Advocates of
Vocational
Education



20+ Years
of Experience



Collaborative
Work Approach



Staff with Extensive
Expertise & Knowledge

Our Values



Diversity



Innovation



Accountability



Integrity

Strategic Objectives

Goal 1: Participants are better equipped for learning and employment

- 1.1 IMVC will continue to provide opportunities tailored to the diversity of its participants
- 1.2 IMVC will ensure its services and programs keep pace with the changing nature of workforce
- 1.3 IMVC has a robust communication and marketing strategy to engage all stakeholders

Goal 2: IMVC remains a viable organisation to deliver for its participants

- 2.1 IMVC will reinforce innovation throughout its business
- 2.2 IMVC will be an adaptable organisation positioning itself in a changing employment and training environment
- 2.3 IMVC will review its information management systems
- 2.4 IMVC will strategically plan for successions at Board and Executive level
- 2.5 IMVC will adapt to an evolving labour market

Who we are

The work of the IMVC is underpinned by a team of staff who have the combined knowledge and expertise to develop, deliver and promote innovative programs that address the vocational, career development and transition needs of young people.



13 Education programs and supports



4 Employment programs and supports



31 Staff



16 Trainers



Our impact

We supported **4,605**

1,018 Participants were supported in employment

3,343 Participants were supported in education



91%
Were 15-25 years old



86%
Did not have a Year 12 certificate



VCE VET Programs

IMVC works with 120 schools in the Inner Melbourne region to facilitate vocational pathway programs supported by 17 Registered Training Organisations.

What makes us a flagship in VET delivery, is our unique Host School model. This model has enabled schools to offer an extensive vocational program without significant changes to internal structures. In 2019 we had students enrolled in 43 VCE VET programs, at Australian Qualifications Framework Cert II and III levels.

We work with:

120

Schools

17

Registered
Training
Organisations

To deliver:

43

VCE VET
programs

Supporting:

1,505
students

Established in 1998, the IMVC has developed organically from the grass roots level, to extend the vocational training needs of students in the post compulsory years.

Youth2Industry - VCAL

IMVC's Youth2Industry specialist program, focuses on the development of students' personal strengths, interests and experiences to build resilience, confidence, self-worth and employability skills to secure work, training or education.

Alan joined Youth2Industry in 2018, after being removed from school due to the challenges he was facing. His results demonstrate the difference that a strengths-based VCAL teaching approach can make.

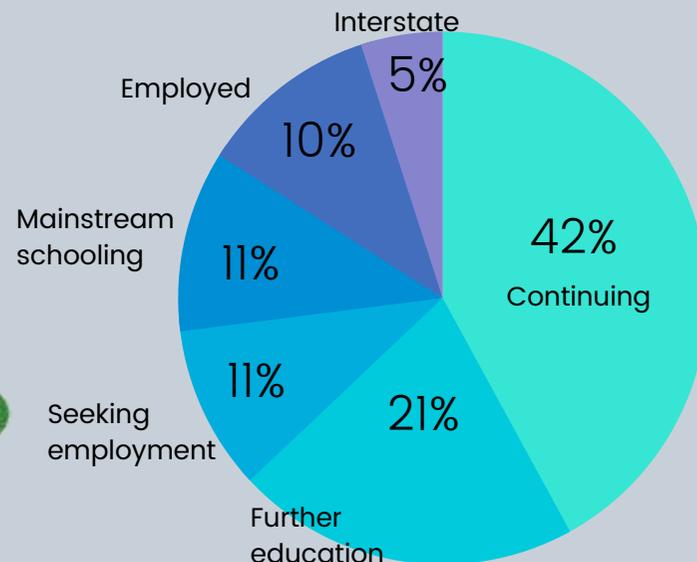
The workplace component had a huge impact on his personal development. "I really enjoyed the work placement part and learning new skills. It made me realise that I enjoyed retail and talking to customers," said Alan. "I gained a lot of confidence and now I'm confident talking to anyone."

Alan spent 2019 working through his individual action plan, exploring pathway options and developing employability skills for a career in hospitality. Alan is now successfully working in a full-time position at Omi Highpoint.

"I work at the front-of-house, speaking to customers, and also at the back-of-house preparing food – just the other day I made a brulee!" He enjoys what he's doing and the independence and hopes to continue in hospitality but is aspiring to add IT and technology experience to his skillset in the coming years.



What are our students doing in 2020?



"Throughout the program I was treated with respect and gained a lot of confidence" – Alan

We helped



471
participants

371



placed into
education or
employment

Meet Blake

Blake is a 19 year old Indigenous young person living with autism spectrum disorder. When Blake started with STRIVE in August 2019, he had been disengaged from education for 12 months and had no work history.

Through STRIVE, Blake was referred to IMVC's 10 week MAP re-engagement program. Within a supportive environment, Blake quickly gained confidence and was able to critically explore his goals and interests. He developed a career pathway plan and identified suitable education courses that aligned with his career interests and individual strengths and capacity.

As part of a taster day facilitated by the IMVC and The Gordon TAFE, Blake reviewed his vocational education options across a range of industries, that combined his interests in computers, design, photography and video creation. With the help of his Transition Officer, Blake was able to make informed enquiries about digital media courses, submit an application, plan his daily transport options, and explore supports with the training provider.

Blake has now been offered a place in Certificate IV Digital Media at RMIT and commenced studies in 2020.

Transition to Work

IMVC leads two Transition to Work (TtW) programs supporting early school leavers, aged 15-21, to engage in meaningful education or employment.

Participants referred to TtW often have complex barriers to education and employment, including:

- Mental health, diagnosed and undiagnosed
- Substance misuse
- Cultural and linguistic diversity
- Caring responsibilities
- Learning and access needs
- Unstable housing and homelessness
- Lack of transportation
- Lack of digital literacy and access to technology
- Youth Justice issues
- Intergeneration unemployment/underemployment

TtW provides intensive pre-employment support to improve the work readiness of participants, and help them source employment, including apprenticeships and traineeships.

STRIVE

STRIVE delivers TtW in Western Melbourne. The STRIVE consortium partners are IMVC, YouthNow, Jesuit Social Services and AMES Australia.

Youth Start

Youth Start delivers TtW in Inner Metropolitan Melbourne. The Youth Start consortium partners are IMVC, TaskForce Community Agency and Jesuit Social Services.

Jobs Victoria Employment Network (JVEN)

311
jobseekers
registered

181
placements

136
JVEN employers



JVEN provides resources to assist the most highly disadvantaged and long term unemployed jobseekers in Victoria. Delivered in collaboration with Jesuit Social Services, this program offers flexible services designed to connect participants with community supports and maximise their employment outcomes.

Demographic snapshot of JVEN jobseekers



Jan - July, 2019



Opportunity - Pass It On

Torrey is a previous STRIVE participant, who completed a PaTH internship with social enterprise cafe, Little Rays in Sunshine. After completing her internship, Torrey was offered paid employment at Little Rays and over two years, has worked her way up into a managerial role. She was recently able to give the same opportunity to Tanaya.

Tanaya had disengaged from education at 17 without completing Year 12. She moved across different regions in Victoria, experiencing long term housing instability. Tanaya's limited employment history, made up of short casual roles, made it difficult for her to gain sustainable employment.

Supported by her STRIVE Transition Officer, Tanaya built her verbal and literacy skills with one-on-one training and mentoring. She reinforced these skills through mock interviews, conducting thorough job searches, and customising her resume and cover letters.

IMVC's Employment Broker reached out to Little Rays cafe and secured a PaTH internship for Tanaya. To support her transition to the workplace, Tanaya was provided with travel assistance, work clothing and suitable footwear. Torrey, in her managerial role and having experienced a similar pathway, was able to provide onsite support to Tanaya.

Tanaya completed a barista training course and gained accreditation in food handling through her PaTH internship. She is now working in a paid position at Little Rays cafe. Tanaya credits her success to the STRIVE team, and an employer committed to providing her with an opportunity to develop her skills.



Workplace Learning

IMVC identifies, facilitates and coordinates industry specific learning opportunities for young people via structured workplace learning and work experience. The IMVC Workplace Learning Program also supports Industry Immersion activities to showcase pathway options and promote foundation skills.

The employers we work with, cover a broad range of industries. In 2019, we facilitated work placements in the following industry areas:

- Allied health
- Animal studies
- Retail
- Community services
- Childcare
- Hospitality
- Kitchen operations
- Salon assistance
- Business and logistics

236

work placements

120

employers

Meet Dervla

Dervla, a 16-year old student, was referred to MAP due to her assessed learning difficulties and challenges engaging in education.

When Dervla first attended MAP, she was able to identify pathway goals for further study but found it hard to navigate the steps required to achieve them. A lack of confidence in her abilities and limited understanding of how to effectively plan her pathway, further impacted her ability to engage.

Within the supportive MAP group environment, Dervla was able to comprehensively focus on her strengths and values, and break down her individual pathway plan into manageable steps and milestones. She developed an action plan that reflected her interests and capabilities and was able to research different courses and engage in online discussions with TAFEs. More importantly, she was able to identify the specific supports and resources she needed to successfully engage in learning.

After completing MAP, Dervla applied for, and was accepted into, the Certificate III in Science at RMIT.

Making Alternatives Possible (MAP)

MAP is a 10-week re-engagement program designed for young adults who are seeking an alternative learning environment to mainstream schooling. The program equips students with the essential skills, knowledge and competencies, for further education, training or employment.

In 2019, we had 32 MAP participants across two regions, of which 95% of participants aimed to continue with further study or employment.

32
participants

95%
transitioning to
further study or
employment

When asked, the most common barriers our MAP participants experienced when trying to access education, training or employment, were:

- Mental health issues
- Housing instability or homelessness
- Language barriers



Springboard

Springboard provides intensive support to disengaged youth between 15 and 21 years, who are or have been in out-of-home care.

Our care leavers who participated in Springboard in 2019, have been able to achieve significant steps towards independence. Some of the accomplishments our participants achieved, include:

- Sustaining casual employment
- Completing VCAL, including a Certificate II in Carpentry
- Completing the first year of a double degree with a Distinction average
- Obtaining their professional driver's licence

Meet James

When he was referred to Springboard in 2018, James was leaving care, regularly using drugs and alcohol, and experiencing significant mental health issues and financial disadvantage.

James was provided with intensive outreach case management, to help him become independent and manage his health and wellbeing. He was referred to support services such as Headspace; provided with a gym membership; given a laptop and sound recording equipment to pursue his music interest; helped with purchasing clothing, shoes, a phone and myki credit; and, assisted with getting his learner's permit, driving lessons and a bicycle for transportation.

The holistic case management framework provided James with the support he needed to build resilience, engage in life and effectively deal with setbacks. During Springboard, James experienced housing instability, a relationship break down and became a father for the first time. With the assistance of his Springboard youth worker, and putting in practice the personal development skills he'd gained, James accessed community support and connected to a young dad's network. He also gained casual employment, helping him to continue building his skills in the workplace and pay off his debts.

James is continuing in Springboard, and is well on track to reach his goals to further develop his work skills, learn how to drive and gain permanent employment for financial stability and to provide for his family.

Reconnect

In collaboration with Jesuit Social Services, IMVC provides the Skills First Reconnect program to vulnerable people aged between 17 to 64 years. The Reconnect program aims to support high needs learners to transition into Skills First accredited courses, and eventually the workforce.

194 Participants

62%
Under 25
years old



38%
Over 25
years old

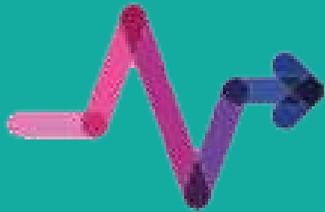
54%
Inner
Melbourne



36%
West
Melbourne

Creating resources for both teacher and learner to support the needs of young people with disability

"The program resources were easy to understand and doable"
- Glenroy Specialist School



"The resources were easy to understand and would align to current curriculum"
- Rosamond School

National Disability Coordination Program

Delivered in Northern and Eastern Metropolitan Melbourne, the NDCO program strategically assists people with learning and access needs to participate in post school education, training and subsequent employment.

Eastern CALD Disability Network

Bringing together over 35 specialty CALD services, including local government, NDIA and Local Area Coordination, to share knowledge and information in support of CALD communities.

Parent Empowerment Program

Assisting parents to strengthen their understanding, knowledge and skills to navigate the changing disability support sector and support their young people to make informed choices.

Career Planning for People with Disability

Building the capacity of people with learning and support needs to identify their ideal employment conditions and the skills, supports and learning goals to achieve this.

Workplace Learning Employer Induction Handbook

Providing employers with key information to help them prepare for a student's work experience.

Workplace Learning Student Induction Handbook

Distributed to over 100 schools, this handbook helps students develop a pathway plan and identify supports available for work experience

Broaden Your Horizons - a Resource for People with Disability

This online resource provides Pathway and Integration staff with advice, tools and resources to support young people with disability, with their education and employment transitions.

"It can be a little nerve-wracking when a young person does a work placement because you want to make it the best experience possible. The Workplace Learning Employer Induction Handbook helped me plan in advance."

- Cafe owner in Brunswick



Feedback

"Having worked for Australia's leading telecommunications provider, what I particularly found rewarding was passing on my knowledge of employer expectations, career pathways and the importance of mentees developing employability skills."

- Mentor, Mentor Program

"The course helped me to socialise with people. The teacher was wonderful and I am now looking for work, working on myself and trying to pursue further education."

- Participant, Make-up Course



"The Industry Immersion taster was such a great opportunity for my student. It really solidified their interest in mechanics as a study/career path, and was a valuable chance for her to experience different learning settings."

- Caseworker, Community Services

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